

MOTION BY MAYOR MICHAEL D. ANTONOVICH  
AND SUPERVISOR DON KNABE

AUGUST 15, 2006

Recently, County departments have experienced difficulty in filling entry-level and journey-level positions. At the same time, a disproportionate unemployment rate has occurred among returning veterans. The competitive job market has lured qualified applicants away from County departments, and County requirements such as on-the-job experience, prevent veterans from qualifying for County employment.

The County's need for qualified applicants and the inability of veterans to gain eligibility for these positions can be remedied with an internship designed to help both sides. The Veterans' Internship Program (VIP) would create new classified temporary positions: *Veteran Interns*. Developed and directed by the Department of Human Resources, these positions would employ veterans at 75% of the applicable salary. The program would employ our veterans, allow them to gain work experience, and provide departments with recruitment options for vacant positions. After completion of an internship period of up to 12 months, the Veteran Intern would be qualified to compete in the Civil Service examination for the corresponding permanent position.

WE, THEREFORE, MOVE that the Board of Supervisors direct the Director of the Department of Human Resources to develop a Veterans' Internship Program and report back in 60 days with a plan to coordinate and implement Countywide. We would urge that the program be in operation before Veterans' Day, November 11, 2006.

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MDA:kblsc

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